

ANTI-DISCRIMINATION & HARASSMENT POLICY

Policy number	10	Version	1.0
Drafted by	Barb Halloran and Joy Taylor	Approved by Board	2014
Responsible person	Board	Scheduled review	2014

INTRODUCTION

8CCC Community Radio Inc (8CCC) is committed to providing an environment free from discrimination and harassment for all members, volunteers, and the community in which it operates. 8CCC will not tolerate discrimination or harassment under any circumstances and will take appropriate disciplinary action against any member or volunteer who engages in this behaviour.

PURPOSE

With this policy 8CCC aims to:

- create an environment which is free from discrimination and harassment and where all members, volunteers and community members are treated with dignity, courtesy and respect;
- implement training and awareness raising strategies to ensure that all members know their rights and responsibilities;
- provide an effective procedure for complaints based on the principles of natural justice;
- treat all complaints in a sensitive, fair, timely and confidential manner;
- guarantee protection from any victimisation or reprisals;
- encourage the reporting of behaviour which breaches the anti-discrimination and harassment policy;
- and
- promote appropriate standards of conduct at all times.

POLICY

The Board of Management has the primary role for ensuring that volunteers, members and visitors are not harassed or discriminated against on the premises, on-air or in other public forums. This includes promotion of the anti-discrimination and harassment policy as well as modelling the appropriate behaviours. All members, on-air presenters, volunteers and visitors are responsible for their own behaviour. In particular, they are responsible for not participating in discriminatory or harassing behaviour in connection with their involvement with 8CCC.

Discrimination and harassment occur when a person is discriminated against or harassed in certain areas of public life. Under federal and state legislation, unlawful discrimination occurs when someone, or a group of people, is treated less favourably than another person or group because of their:

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| • age | • family responsibilities |
| • breastfeeding | • gender/sex |
| • disability | • industrial activity |



- irrelevant criminal record
- irrelevant medical record
- lawful sexual activity
- marital status
- relationship status
- parental status
- political activity
- political belief or affiliation
- pregnancy
- race
- religious activity
- religious belief or affiliation
- sexual orientation
- association with a person who has, or is believed to have, any of these attributes or identities

Discrimination can occur in: deciding who receives training and what sort of training is offered; providing opportunities to present on-air programs; and providing opportunities to participate in activities such as sub-committees.

Unlawful harassment occurs when someone is made to feel intimidated, insulted or humiliated because they have one of the attributes listed above. It can also happen if someone is working in a 'hostile' – or intimidating – environment. Harassment can include behaviour such as:

- telling insulting jokes about particular racial groups or people with a particular sexual orientation;
- sending explicit or sexually suggestive emails;
- displaying offensive or pornographic posters or screen savers;
- making derogatory comments or taunts about someone's race or religion; and
- asking intrusive questions about someone's personal life.

This behaviour is harassment whether it occurs: on a one-to-one basis; or on-air; or in public, including online (e.g. social networking sites such as Facebook and Twitter).

Consequences for engaging in unlawful discrimination or harassment may include:

- being required to take steps to rectify the discrimination or harassment;
- being required to make an apology;
- suspension or cancellation of on-air activities (including sponsorship announcements);
- removal from office (if a board member);
- suspension or cancellation of membership of 8CCC; and/or
- being banned from 8CCC's premises.

AUTHORISATION

Laurencia Grant Secretary	LG	Edan Baxter President	EB
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